

# National Council on Federal Labor-Management Relations

Working Group  
On  
Career Development

# Career Development

- The subject of career development was put on the agenda for the March 21, 2012 NCFLMR meeting by the Union Members at the February 15, 2012 meeting.
- Topics raised included:
  - Getting college credit for job training
  - Expanding career ladders
  - Expanding apprenticeships beyond FWS

# Career Development Working Group

- The Working Group met on March 8, 2012 for preliminary discussions and brainstorming.
- The Working Group included people from:
  - AFGE
  - IFPTE
  - NFFE
  - NTEU
  - SEA
  - OPM
  - OMB
  - DHS

# College Credit

- OPM has many classes with college credit on its website, but these are almost all for managers.
- How do we expand this opportunity to the non-management ranks?
  - LMFs
  - American Council on Education (ACE)
  - Partnerships with community colleges
- A How to Guide for LMFs
- Letter from the National Council encouraging LMFs to take up this issue

# Career Ladders

- Expand career ladders to help form a bridge to provide opportunities for employees in lower grade dead end jobs.
- Expand career ladders to attract high-skilled applicants.
- Can agencies develop or expand career ladders on their own or must OPM approve?
- What is involved in creating ladders?

# Other Issues

- IDPs – how do we make them more useful and tied to the work and workforce the agency will need in the future?
- Online or other access to information for supervisors and employees to chart out their careers
- Involve Chief Learning Officers Council
- Continue discussions to identify other ways to improve employee career development